

2021 Gender Pay Reporting – Data Summary

Sherwood Forest Hospitals NHS Foundation Trust's mean gender pay gap; median gender pay gap; mean gender bonus gap; median gender bonus gap; quartile distribution and bonus proportion analysis as at March 2021, are shown below.

Gender pay gap (mean and median average)

As 31 st March 2021	Mean Hourly Rate	Median Hourly Rate
Male	£22.82	£15.66
Female	£15.02	£12.45
Difference	£7.81	£3.20
Pay Gap %	34.2%	20.5%

Gender bonus gap (mean and median average)

As 31 st March 2021	Employees Paid Bonus	Total Relevant Employees	%
Male	57	129	44.2%
Female	17	60	28.3%

Proportion of men and women in each quartile of the organisation's pay structure

As 31 st March 2021	Female	Male	Female %	Male %
1 - Lower	1342	238	84.9%	15.1%
2 – Lower Middle	1414	259	84.5%	15.5%
3 – Upper Middle	1376	252	84.5%	15.5%
4 - Upper	1105	523	67.9%	32.1%

Proportion of men and women receiving bonuses

As 31 st March 2021	Employees Paid Bonus	Total Relevant Employees	%
Male	57	129	44.2%
Female	17	60	28.3%

The figures in this report have been run using the gender pay gap ESR Business Intelligence reports; these are accurate and demonstrate Sherwood Forest Hospitals NHS Foundation Trust position as at March 2021.



Clare Teeney – Director of People